



## **How To File A Charge Of Discrimination With The Missouri Commission On Human Rights**

If you believe you have been discriminated against by an employer, labor union or employment agency when applying for a job or while on the job because of your race, color, sex, religion, national origin, ancestry, age or disability, or believe that you have been discriminated against because of opposing a prohibited practice or participating in an MCHR proceeding, you may file a charge of discrimination with the MCHR.

If you believe you have been discriminated against by a restaurant, hotel, gasoline station, theater, stadium or other place of public accommodations because of your race, color, sex, religion, national origin, ancestry, or disability, or believe that you have been discriminated against because of opposing a prohibited practice or participating in an MCHR proceeding, you may file a charge of discrimination with the MCHR.

If you believe you have been discriminated against by a landlord, real estate agent, home seller, home loan provider or any other person in regards to housing because of your race, color, sex, religion, national origin, ancestry, disability or familial status, or believe that you have been discriminated against because of opposing a prohibited practice or participating in an MCHR proceeding, you may file a charge of discrimination with the MCHR.

- Charges may be filed in person or by mail.
- MCHR will provide assistance in filing charges of discrimination. You must sign a charge form.
- For assistance in filling out a charge of discrimination form, contact any of MCHR's offices or use the toll free number or e-mail addresses on the next page.
- If you visit an MCHR office to file a charge and need special assistance, such as an interpreter, call or write beforehand to avoid delay.
- You must file your charge with MCHR within 180 days of the most recent date of alleged discrimination. Federal law allows more time to file. Employment charges can be filed up to 300 days after the last incident and Housing charges up to 365 days after the last incident.
- For charges of employment discrimination only, you can download MCHR's Charge of Discrimination form, complete and sign it and mail it to MCHR.
- As filing a charge can be a complex and intimidating process, you are encouraged to contact MCHR for assistance. Use the toll free number or e-mail the nearest office.

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